

Lonely campus



Spring flowers are blooming on the nearly deserted Chilliwack North property, where Theatre remains the last department standing.



Vicki Grieve

From the President

A Sad Week for the FSA

If our FSA had a flag, it would have flown at half-mast this week and would fly that way for weeks to come. On Monday and Tuesday, April 7th and 8th, more than 10 of our colleagues and co-workers received lay-off notices. The Board had approved the budget described in various forums, and despite the objections we raised and alternatives we presented, UFV's administration has met the budget deficit in large part by laying-off more staff members – for the third year in a row.

People losing their jobs is tragic. Work is the underpinning of most lives, and that comes crashing down in a traumatic ten-minute meeting. People

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Upcoming Events

FACULTY FORUM

12:00 pm, Thursday, April 17
Abbotsford Campus, room A225

Fraser Valley Labour Council
NATIONAL DAY OF MOURNING
Monday, April 28
10:00 am, Abbotsford Civic Plaza

ANNUAL GENERAL MEETING

Thursday, May 1
1:30 - 3:30 pm
Abbotsford Campus Theatre
(Nomination form on page 13)

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then have five days to decide whether to take severance or to bump, knowing that bumping means putting a co-worker through the same pain they are feeling. Yet they must put that knowledge aside; they are exercising a foundational right within our Collective Agreement, one that most of us would exercise if we were caught in the same situation. Those with the lay-off notices don't like what they have to do, and they need our active support. I hope our better angels guide our responses, and we treat those who have been laid off or displaced from their positions with kindness and respect.

None of us will remain untouched. We are all directly affected, either missing someone who we no longer see on a daily basis, worrying about the security of our own jobs, or finding our workloads increasing as areas are restructured with as much work but fewer hands.

I am angry, saddened and worried. UFV, as we know it, can't survive this way. The atmosphere in which we work is deteriorating as colleagues become over-burdened with too much work, too many students, or too many managers and administrators with perspectives too far removed from our own. Now more than ever, our association needs to come together and fight to hang onto what we value – the services we provide to students, a fair workplace, our right to be respected for the work we do, our sense that most days, we are truly lucky to be part of a worthwhile endeavor. I fear this can't all happen if we don't have more of a voice in budget decisions. Whether the perception is true or not, it appears as if our management is committed to protecting administrative and other excluded positions at the expense of staff and faculty. As these positions are reduced, students will inevitably suffer a natural outcome of the reduction in the number of front-line personnel who provide direct service to students. Like many of you, I'm wondering how this fits with UFV's lofty goal of “providing the best undergraduate education in Canada.”

One of my goals for the coming year is to find a more effective mechanism to ensure that there is more balance in the making of budgetary decisions, so that by this time next year we are not dealing with the sense of loss we feel now.

Time Again for an AGM

Speaking of the time of year, we'll be holding our AGM on May 1st. I'm hoping it will be different than last year's, which was not exactly a shining couple of hours for the FSA. It was more like a chaotic couple of hours. First of all, we introduced what we thought was a straight-forward motion to institute an internal grievance committee, something that most comparable unions possess and use regularly. This proved to be unexpectedly controversial, and a very long discussion ensued which ate up far more agenda time than planned. Well, fair enough. We withdrew the motion and noted the concerns raised about confidentiality. We will be re-introducing a revised motion this year, as we still believe that before we can launch a grievance there needs to be an internal process to provide support and expertise to our contract administrators, who should not have to work in isolation when making these important decisions. We believe this internal committee will not compromise the confidentiality of those involved in a grievance, but will increase the chances of legitimate grievances being fought successfully. The AGM agenda package will come out later this week, and I urge you all to have a close look at the rationale and the motion that will come forward.

The latter part of last year's AGM is enshrined in my memory as a gong-show. Perhaps that is not fair, but something happened which subverted our normal procedures for the election of officers. Several people had themselves nominated for multiple executive positions. Although there was nothing in our constitution to prevent that from happening, it created confusion and an AGM which dragged on far longer than usual. Of course it also called into question the motivations of those who seemed determined to have a seat, any seat, on the executive. I felt frankly embarrassed by these moves, and wondered how they would affect the credibility of our association, especially for new members who might be interested in holding office at some point.

After much discussion and research, the current executive is bringing forward a motion that, while protecting our normal electoral procedures of advance nominations and nominations from the floor at an AGM, will prevent candidates from being nominated for more than one executive position at a time. There may be some resistance to

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this, but we think it's fair to expect that people seeking office should be interested in fulfilling the duties of one particular position. As I've said, guessing at the motivation of those nominated for multiple executive positions could undermine the credibility of both the candidate and our electoral processes.

As well as the motions coming forward and election of the new officers, at the upcoming AGM we will also be able to share some preliminary results of our recent bargaining survey and outline the process for the formulation and vetting of bargaining proposals for the next round of nominations. We have also changed our traditional format somewhat this year; instead of holding the AGM in the morning with lunch to follow, we've changed the timing by scheduling an afternoon meeting with a social to follow off-campus at the Phoenix Lounge across the way. We'll have lots of snacks and refreshments, a no-host bar, and a chance to relax and visit with each other. I look forward to seeing you there.



Connie Cyrull

From the

Staff Vice-President

By now everyone has heard the bad news regarding this year's budget and we know that staff will be hardest hit once again. There is hope that with unfilled positions, there will be jobs for most, so for that we are thankful.

Because our up-coming AGM, May 1, is in Abbotsford this year, I hope most staff members can attend. There should be plenty to discuss and I am sure you will want to get to know your executive for the next year or two. The issues for staff are whether or not we continue to take the hit to balance the next two difficult budgets. We could use your insight on how we can serve you better.

We're trying something new in having our social after the meeting off campus. We're hoping this will be a relaxed opportunity for us to mingle and have some fun before we worry about bargaining and our collective agreement.

For those who have not already heard, the government is encouraging us to settle for five-year contracts. Do you think this a good idea? Do you want to make sure there is no labour unrest when Christie Clark runs for re-election? If so, what do you think the government can do to make a five-year deal worthwhile to us? The BCGEU has signed a deal for a 5.5 per cent raise over the next five years. Would it interest you to get the same? Or do you think we should go for more or less? You have received and hopefully filled out the bargaining survey we recently sent out, and I hope you all responded so your priorities can be bargained.

Yes, the next two years promise to be nothing if not interesting to the faculty and staff at UFV. We were still suffering growing pains from gaining full university status when we learned that the government was going to claw back a significant amount of funding. We're no strangers to working with less and we can be proud of what we have achieved in these shifting waters.

There have also been significant changes to the staff vice president position since I last held it, which gives me a voice on FSA committees, including the finance committee, contract committee, and communications committee, allowing me to better represent your interests.

I want to note, in closing, that we are still working on the lunch-hour fitness classes, and with membership input, will try to find a balance that all will find acceptable. I have enjoyed representing staff and will continue to do so for the year ahead.

In solidarity,
Connie



John Carroll

From the Faculty Vice-President

Help Wanted: Evening and Night Shifts

Not that long ago, sometime near the beginning of the term, a student emailed me to say that he would not be in class that day because his brother was coming to visit and he needed to spend time with him. Not long after that, that same student, when confronted in class about the reading assignment, responded that he had not bothered to look up the more difficult words because the essay had confused him and he had lost interest. Later that day, I received an email from another student who pleaded with me not to dumb down the class but to continue to assign difficult readings; she was responding directly to the other student's comments which had been made in front of the entire class.

Feeling dispirited by the earlier incident and somewhat buoyed by this new student's fervent response, I wrote back that I appreciated her comment and that sometimes it was difficult to teach in a classroom in which the majority of the students were passive, devoid of curiosity, and unwilling to take responsibility for their education. This is what many of us are up against. By contrast, we are also blessed with students who are brilliant, engaged, and sharp enough to force us to keep our edge as professors and scholars. We have to do both: "de-school" the one group and satisfy the appetites of the other. In both cases, we need to teach. And that is becoming more and more difficult, but not because of the students.

Who is being disadvantaged by the current climate of scarcity and paranoia? Well, of course we are. I am told morale amongst the members is low; and I feel it to be so. But ultimately it is the students who are being cheated. What can be done?

I have heard two phrases over the past few months, repeatedly. One is "a strategy of divide and conquer" and the other, "the puppet-masters." In the first case, many have expressed their conviction that the administration has purposely pitted one group against the other so that we bicker amongst ourselves and those truly responsible for the problem are overlooked. The second phrase has been used to refer to those who sit in the highest offices of management and who run the show; the implication is that the underlings in administration are only the bearers of bad tidings. And the frustration for the rest of us, in the classroom, doing what we were hired to do, and what (one can assume) we have a love of doing, is that these puppet-masters are insulated and rarely show their faces, except at highly controlled events. I want to use the word "handlers" here because all of this sounds so much like a microcosm of the larger political forum.

Both phrases are inaccurate. I do not see a conscious effort on the part of anyone to employ a divide and conquer strategy. Nevertheless, the result is the same, whether it is consciously manipulated or not. We are divided. And we are being conquered. Secondly, I do not know who these puppet-masters are. Certainly they do not exist on our campus. If anything, they hide within the shadows of the legislature, in another galaxy far away, in Victoria.

I am not being an apologist. I do not like what is going on – the scarcity mentality, the constant claims about the empty coffers, the gradual but relentless chipping away at the dignity of our jobs (and I include staff in this as well), and our inability to do the work without the constant harassment of having to answer to "the man." The worry that we, as professionals, are no longer valued. Nor am I a conspiracy theorist in the sense that I believe our management hides behind closed doors and plots the worst possible scenarios. That is not a realistic theory (although I do believe many bad decisions, many ham-fisted choices about priorities have been made). And I don't necessarily believe we have chosen exactly the right direction for UFV as a university – as in trying to be all things to all people.

But I do believe something is amiss. Or should I say something is missing. And what is that? Leadership.

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Where are the leaders who can guide us through these "times of austerity" (God, have I grown to hate that phrase)? It can't be the faculty, although we can help. Our position, politically, will always be perceived as self-interested. It can't be the students, although one would hope that at some point the mesmerism would lose its grip. And it can't be the union – not really.

Solidarity shouldn't just refer to the FSA. Not in this case in which we have a real crisis of philosophy about what the value of education is, beyond the narrow perimeters of certification and training for riding that pack mule down into the mines. We can all do our part, but we need leaders, those who can take our case to the front lawn of the puppet-masters and not leave until a satisfactory answer has been given. I don't feel that leadership. Do you?

Besides, I don't have time to play two roles. I'm busy, like the rest of us. At least I'm still granted a modicum of respect within the perimeters of the classroom. At least my one student thought to email me that he wouldn't be attending class. And at least the other felt insulted enough by the other student's comments to demand that I continue to challenge her in my teaching. But I do feel the walls closing in on me. Can somebody help me with that?



David MacDonald

From the FPSE Non-Regular Employees Rep

"Awake, arise or be for ever fall'n" — John Milton, *Paradise Lost*

As I look around our campuses these days, everywhere I see reminders that it's spring in the Fraser Valley once again; that annual rebirth all we Canadians look forward to with excited anticipation. Looking back, this past winter might have been the mildest I can recall in my years here. Speaking of years here, I was recently reminded that I've been in the Valley and at UFV for the past ten years. Not so long by some standards, but a fairly respectable length nonetheless.

I'm also reminded that this is the end of my service both at UFV and with the FSA. So now I'm struggling to find the words to express my feelings about the experiences and memories I will carry with me always.

To begin, I can surely state that serving as the Non-Regular representative for the past two terms has been an enormous honour and privilege for me. I am so proud of the Non-Regs (as I call them) here at UFV. I've tried to remind them as often as I could that they've become some of my most favorite people, loyal supporters, and best friends at this institution. I admire and respect you all so very much for your dedication and determination in making this university the very best it can be. You play such a significant role in the education of our students and allow this institution to function fiscally with the broadest possible number of courses, programs, and enrollment across a wide variety of disciplines. By no means has your contribution been fully and properly recognized by those who wield power here. However, such an omission, I hope, will not remain a permanent fixture of life at UFV. If anything has become clear to me over the past years, it's that Non-Regs have far more supporters than detractors. The overwhelming majority of our FSA membership and executive agree that the issues of Non-Regs *need* to be addressed – and sooner rather than later.

I leave my post as non-regular rep with fond memories and some sadness, of course, but also with a certain trepidation. While I am continually reminded that Non-Regs have a tremendous amount of support and good-will from our fellow association members, it has still been a monumental task to create and implement concrete changes that would improve the lives and working conditions of so many of you. My grandfather, a veteran of WWII and a man who rarely minced words, would remind me that "talk is cheap." Point taken.

Perhaps this is really the crux of the matter. All the good will and best intentions in the world are unlikely to drive the necessary changes if we do not find the courage and moral commitment to *act*. We are simply past the point in

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our institutional history where the issues faced by Non-Regular faculty can continue to be set aside. *Saying* we are appalled and dismayed at the treatment of sessionals, but then failing to *act* in accordance with our own beliefs leaves us vulnerable to the charge that we are not acting in accordance with our most fundamental principles. John F. Kennedy once stated (paraphrasing Dante's *Divine Comedy – Inferno*): “The hottest places in hell are reserved for those who, in times of great moral crisis, maintain their neutrality.” End of sermon.

Finally, I would be very seriously remiss if I did not acknowledge the support, kindness, and nearly unimaginable patience granted me by the FSA Executive committee, FSA Staff, and all the various committees I've sat on over the past years. In each case, the members and staff of the FSA have amply demonstrated their compassion for and dedication to all of our membership. A very hard-working and passionate group of people to be sure. I thank you all most sincerely for allowing me the opportunity to serve with you and for the camaraderie and genuine warmth I always felt in your presence.

In closing, I want also to extend my deepest gratitude to all of you who have sought me out – in hallways, cafeterias, offices, pubs, emails, phone calls, and elsewhere – to give me your support, guidance, and suggestions. I hope I don't reveal too much of myself by telling you that some of those meetings ended with me in tears once we parted. I have never been more moved than those times many of you placed a hand on my shoulder, offered your encouragement, and thanked me for my efforts. Your kindness will never be forgotten. Thank you and goodbye.



Randy Kelley

From the Faculty Contract Administrator

There's an old adage that “you should be careful what you wish for, because you might just get it.” When I stepped into the faculty contract administrator's position, I hoped to get in touch with my colleagues throughout our institution. And I'm really quite delighted to have been able to do just that. I've met with many of you and I'm constantly reminded of the enthusiasm and passion we each have for our chosen fields and for our students.

The difficulty comes when trying to make sense out of the multiple faces of our institution. We represent and are represented by semester-based faculty in the arts and sciences, by training day-based faculty in the trades, by faculty in the health sciences, by those in the professional studies areas, by lab instructors, by sessional faculty, by our academic support faculty, and I'm certain I've missed some. In all cases, I'm convinced that the contributions made to our institution, and most importantly to our students, by each and every one of our faculty and staff is invaluable.

We're challenged by continual pressure to do more with less, and the problem arises when we attempt to use a one-size-fits-all approach. I've been working, along with others from the FSA, on the joint committee for faculty workload, and it's pretty clear to me that we're all working hard, and we're all working differently. It's my view that what is needed is a better understanding of each other's work. I know that in an environment where we're already trying to do more with less, the notion of finding time to better understand one another is asking a lot, but I believe it would go a long way toward improving collegiality and mutual respect among the multiple disciplines of our institution.

It seems to me, though, that it's not enough to simply understand and respect our colleagues. We need to recognize the importance of multiple ways of learning and knowing within our society. It troubles me no end when I watch processes in play which appear to value one type of learning and the associated knowledge over another. And the trouble further presents itself when we fall into the trap of looking at our colleagues and arriving at the conclusion that some of us are just a little more equal than others.

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I've spent much of the last few months working with issues related to workload and the notions of fairness, equality, and transparency. It seems we're struggling with this across our institution, and we do need to work toward figuring this out. Our institution has struggled with this problem for a long time, illustrated by a recently discovered document from 1987 which discusses workload issues. Those issues were not all that different from what we're discussing now. It's hard for me to believe that there isn't some way to at least move toward workload equity. I, and others, I'm sure, will continue to work on this.

I know that elsewhere in this newsletter, others will have talked about the realities facing some of our staff colleagues. Earlier this week, the employer issued layoff notices to a number of our colleagues. And of course this creates much turmoil for the members immediately affected, their close friends and colleagues, their immediate departments, and all those who get trapped in the inevitable bumping process. This is another one of those occasions where we really do need to come together as an association and support all those affected. Clearly, this isn't a process anyone wants to engage in. I've already talked to a number of people who face layoffs and no one wants to bump anyone else, but that is the process and the work world in which we toil. Please do whatever you can to help support all those affected, remember that all those involved in a bump are going to be feeling poorly about the situation and our support and collegiality will be greatly appreciated.



Lynn Kirkland Harvey

From the Chief Negotiator

Last weekend, I moved from Burnaby to Abbotsford. Those of you who have moved know that it is a complicated and frustrating activity – right from the moment you make the offer, to when you unpack that last box. It is a series of important events, many with tight deadlines, and many which could go sideways at any point. Much of the process is outside of your control despite the fact that you're smack-dab in the middle of it – the buyers of your old house have their demands, and the sellers of your new house have their demands. Once the offers are accepted a whole new set of activities are set into motion. You have to consider and negotiate bank rates,

moving costs, utilities to cancel and start up, what to throw out, what to buy – the list goes on and on. And no matter how prepared you are for that dreaded moving day, you always forget something. Plus, it always rains.

It strikes me that negotiating a Collective Agreement is much the same process. You can plan well in advance, get your proposal in order, and then you sit in the middle of negotiations which are influenced by many factors outside of your control. Stakeholders on both sides have conflicting demands. And at any point, it can go sideways.

We are in the process of analyzing the bargaining survey results. These, combined with the common bargaining proposals from the Federation of Post-Secondary Educators, recommendations from our recent Letters of Agreement committees, our current list of the most problematic articles for members, and general trends from around the province, will make up the basis for our bargaining proposal. We will have done our due diligence in putting the priorities before you by the end of May. A bargaining team will be struck with a plan to initiate bargaining in late summer/early fall. But what happens after that is anyone's guess.

The ministry could shift its focus. Management could reprioritize its position. Other unions could settle for more or less, or for longer or shorter contracts. What was important to our members this year might be less important next year, especially with the dark cloud of layoffs upon us.

So, we are about to embark on what will be a challenging year for bargaining. We can be as prepared as possible, but just like moving, we hope it all goes well with a nice house at the end of it. Or at least, we hope to be out of the rain.



Virginia Cooke

From the Past-President

Letter of Agreement on Tenure and Promotion: Procedures and Progress

Normally, I believe that past presidents should keep a low profile, with heavy emphasis on the “past” part of the title. I've been sporting a very low profile this year, with one exception. I am chairing the Joint Committee on Tenure and Promotion which was formed as a result of a Letter of Agreement from the last contract negotiations.

This joint committee was charged with a number of tasks (see the letter at <http://www.ufv-fsa.ca/wp-content/uploads/2012/07/LOA-on-Tenure-and-Promotion.pdf>), and we have been meeting weekly and working diligently to accomplish them. The original unrealistic timeline was the end of December, but that was officially extended to the end of April, by which time our committee must complete its report to the Agreements committee (also a joint committee), including our recommendations for language to be folded into the Collective Agreement, subject to ratification by UFV faculty and approval from PSEA (the provincial government body that oversees all negotiations).

Members of the Joint Committee on Tenure and Promotion are Virginia Cooke, John Carroll and Noham Weinberg, all from the FSA Executive, and Ken Brealey, Sylvie Murray, and Kimberly Burrridge from the Employer's side.

As stipulated in the Letter of Agreement, we used the Procedures document tabled during the last bargaining round as the starting point and basic scaffolding on which to construct more complete procedures for the implementation of tenure and promotion. We consulted many other collective agreements, mostly Canadian, but some from the U.S., in order to refine and clarify processes and language. In addition, we have consulted with all the faculty groups covered in Article 19 of the Collective Agreement (academic support faculty such as librarians and counsellors) on their wishes with regard to tenure and titles.

The two sides have agreed on a draft document. On April 10th, the committee has scheduled a lengthy working session to iron out any wrinkles remaining in the procedures. We have another time slot reserved for April 14th, which I hope we will not need. As soon as possible after the 10th, we will post the document so that faculty can read it. On April 17 at 12:00 (starting during the break in the exam schedule), the FSA will host a faculty forum so that the FSA joint committee reps can respond to questions and make note of any comments before we finalize the recommendations. Everything presented to faculty would still have to be approved by PSEA.

Here are the major headings in the Tenure and Promotion Procedure document that will be posted for your reading pleasure:

Preamble

Definitions

- 1) General Overview
- 2) Application for Tenure and Promotion
- 3) Application Review Procedure
- 4) Appeals to the University Review Appeals Committee (URAC)
- 5) Decision of the President
- 6) The Dossier
- 7) External Reviews for Promotion to the Rank of Full Professor
- 8) The Tenure and Promotion File (TPF)
- 9) Initial Probationary Evaluation Committee (IPEC): Terms of Reference
- 10) Department Review Committees (DRCs): Terms of Reference
- 11) University Review Committee (URC): Terms of Reference
- 12) University Review Appeals Committee (URAC): Terms of Reference
- 13) Conflict of Interest

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I should warn you that it's not a really gripping "page-turner," but it is important, as the procedures will affect not only faculty who wish to apply for promotions, but all our new hires as they seek tenure. So we hope that you will read it carefully.

Once we have feedback both from UFV faculty and from the provincial government, the committee will write its final report. At that point, the FSA Executive will once again post the recommendations, formulate a ballot question, and conduct a vote for or against ratification of language to be folded into the Collective Agreement.

Because the Letter of Agreement on Tenure and Promotion was mandated in the last round of bargaining, and forms an appendix to our Collective Agreement, ratification would enable us to approve the new clauses as bona fide contractual language, even though we have not yet opened the next formal round of bargaining.

Please look for the "FSA_all" email announcing the posting of the Procedures for Tenure and Promotion.

Please mark your calendars for April 17 at noon to attend the forum for discussion of these procedures. Please give some feedback if you spot any egregious problems.

Please be prepared to vote in a ratification vote at some point in May.



David Shayler

From the Staff Contract Administrator

Monday Bloody Monday

As we expected, the axe-wielding budget proposals were accepted by senate and once again the brunt of the chop came down on UFV's support staff.

By now you have probably already heard about some of the 14 positions that were 86'ed. A few of them C and D contracts, but the majority A contracts, some of which were high on the pay and seniority scale. Although the employer held vacant positions for those laid off who may be qualified to fill them, there is still going to be a ripple effect that could possibly affect someone in your department, someone your friend knows or one of your closest colleagues... it could be you.

What we all must remember is that this is not a good time for anyone involved. No one wants to lay off anyone (well let's hope not), no one wants to be laid-off, and no one wants to bump or be bumped. It's just messy all the way around. We work in a union environment and it's going to happen. We pay union dues for this protection and so we have the rights to bump, so let's get through this the best we can.

First, if you are the one laid-off, my condolences — it's not you, it is all about business. I will do my best to support you, find the answers you seek and the next job that is suitable for you. Please do not find the person who holds the position you wish to have, go to their office and start measuring to see if your desk will fit. I know you're angry and hurting but let's not unnecessarily make others feel that way or that they're part of the reason.

If you are the one being bumped, my condolences — it's not you, it's your position and it's part of the cycle. I will do my best to support you, find the answers you seek and the next job that is suitable for you. If you hear a rumour that you are getting bumped or have self-deduced that you are next, please remain calm. Try not to build the rumour, consider the source and, if need be, call me. I usually have success in talking people off ledges.

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If you have found yourself going back into the auxiliary pool or heading for a recall list, my condolences — the lack of funding for positions and your lack of seniority hours has landed you here. I know you feel like you have already put in a lot of time at UFV and your time has worth. That recognized, I know you will be back at UFV very soon, working again.

Remember that life happens and it happens to us all. It is how we deal with challenges we face that defines us.

Lastly, if you have decided to take severance, my congratulations — my experience tells me that you probably have other opportunities waiting for you. All the best!



Lisa Morry

From the Editor and Communications Chair

It may not be true that what starts back east will make its way out here. We don't get the extreme winter storms or the searing summer heat. Let's hope we also don't share in Leader of the Ontario Progressive Conservative Party Tim Hudak's, anti-union agenda. Why am I concerned with what's going on in Ontario?

You may not have noticed, and I forgive you for not noticing, that we've been posting links to local labour news (<http://www.ufv-fsa.ca/current-issues/current-labour-issues/>) and outside labour news (<http://www.ufv-fsa.ca/current-issues/labour-news-outside-of-bc/>) on the FSA web site. I've read all the articles that we've posted, choosing them for relevance and timeliness. The older postings fall off the page as we add new articles. What caught my attention in this process is the series of articles about Hudak's agenda from the Ontario Federation of Labour. The message is one Vicki Grieve and I heard at a Canadian Labour Congress leaders' meeting last year. CLC organizers showed us videos featuring American union leaders like James Carvin, District 9 of the United Steelworkers, who were trying to keep their organizations going in a "right to work" climate where union members didn't have to pay union dues, yet the union was required to represent all members, whether they paid dues or not. The consequences, according to CLC, are: "loss of solidarity, which leads to loss of bargaining strength, which leads to lower wages and fewer benefits. It also means: loss of revenue, stress on union services and administration..., which leads to the union's inability to participate in the political process..." This last is perhaps the most sinister. If unions have no ability to participate in the political process, then they can't help elect union-friendly governments, which leads to more leaders who are willing to implement anti-union agendas.

Sid Ryan is the president of the Ontario Federation of Labour:

For 18 months, Hudak's Tories have been promising to import the meanest, most divisive anti-worker laws that the United States has to offer. While he has cloaked his strategy with murky and misleading doublespeak about the need for "flexible labour markets" and "labour law modernization," Hudak's intentions have always been clear: eliminate the organized opposition of workers and implement a low-wage, regulation-free haven where corporations can rake in profit at the expense of Ontario workers, communities and the environment.

This comes from Sid Ryan: Op-ed: *Tim Hudak's low-wage agenda is hiding in plain sight*:

<http://ofl.ca/index.php/sid-ryan-op-ed-tim-hudaks-low-wage-agenda-hiding-plain-sight-toronto-star-march-4-2014/>.

The Ontario Federation of Labour (<http://ofl.ca/>) articles make for good reading on a topic that we haven't defined well here in BC. But does that mean that an agenda like Hudak's isn't lurking here? Let's keep this in mind as we work to do more with less in this era of extreme cut-backs, let's keep this in mind as we comfort those affected by the latest round of cuts, and let's keep this in mind as we bargain our next contract.



Vicki Bolan

From the JPDC Co-Chair

This semester has been busy one for the Joint Professional Development committee (JPDC). With the changes to the in-service PD process, the committee has taken on the role of reviewing applications to ensure that the new criteria are being followed and to make recommendations to clarify the process. We welcome the addition of David Thomson and Colleen Olund, both of whom were long-time members of the now disbanded PDARC (PD Allocation Resources committee), and their expertise in the adjudication of in-service PD requests.

To date, The JPDC sub-committee responsible for sabbaticals, research options, and scholarly activity has reviewed 32 sabbatical requests, 70 applications for research option releases, 32 for scholarly activity releases, and 10 staff educational leaves. (I will have more details in my year-end report.)

In addition to my position on the FSA Executive, I am the FSA representative on the Fraser Valley Labour Council executive board. The Fraser Valley Labour Council is a chartered body of the Canadian Labour Congress. Members of unions that form the Fraser Valley Labour Council work at almost every type of job and job site, from offices, supermarkets, factories, forests, the media, construction sites, hospitals, hotels, stadiums, schools, transportation systems, and even the corner coffee shop. There are almost 12,000 affiliated union members who live in the Fraser Valley and Canyon, from Abbotsford, Chilliwack, Hope and Mission to Agassiz, Harrison, Lytton and Boston Bar areas.

Johnathan Kassian from Green Jobs BC presented at the March meeting of the FVLC. This organization works to bring BC's environmental and labour sectors together to build a BC economy that lowers greenhouse gas emissions, creates good green jobs, and helps mitigate the results of climate change. Today's British Columbians are looking for an approach that integrates environmental care with our economic development needs – rather than positioning the environment and the economy as opposing choices. UFV's inter-campus connector bus service was cited as an example of one of the innovative initiatives individuals, businesses, and organizations can take to green the environment.

Green Jobs BC's events draw a broad base of stakeholders to learn from inspiring local and regional case studies, and to hear and discuss the draft policy recommendations for the GreenJobs BC Green Jobs Plan with experts in each sector. The next event planned for the Fraser Valley will be held in Chilliwack on May 14th. For more information on this group and their town hall meetings, see their web site at <http://greenjobsbc.org/>.



Ding Lu

From the Secretary-Treasurer

According to Aristotle, "To give away money is an easy matter and in any man's power. But to decide to whom to give it, and how large and when, and for what purpose and how, is neither in every man's power nor an easy matter" [Ethics, 360 BC]. Fortunately, the FSA donation policy makes the job much easier for the Finance and Administration committee. The policy reflects our belief in the value of community involvement. It defines our charitable interests to focus primarily on community charities operating within the Fraser Valley that have welfare, health or education as a priority.

Guided by the policy and thanks to recommendations by fellow members, the committee has made the following donations on behalf of the FSA in 2013 - 2014:

...continued on page 12

...Secretary-Treasurer's report continued from page 11

UFV - FACULTY & STAFF ASSOCIATION	
CHARITABLE DONATIONS	
FOR THE FISCAL Y/E: MARCH 31, 2014	
<u>Description</u>	<u>Amount (\$)</u>
Abbotsford Community Services - Food Bank	1,500.00
Abbotsford Hospice Society	1,000.00
Agassiz-Harrison Community Services - Food Bank	500.00
Arts Majors Expo	150.00
BC Cancer Society	350.00
BC Childrens Hospital	300.00
Chilliwack Community Services - Food Bank	1,000.00
Don Murray Memorial Annual Scholarship	250.00
Dr. Abebe Abay Teklu Scholarship	500.00
Dr. Jean Scott Endowment Scholarship	500.00
Education without Borders	300.00
Fraser Valley Conservancy	300.00
Fraser Valley Down Syndrome Society	300.00
Fraser Valley Humane Society	300.00
Fraser Valley Watershed Coalition	300.00
Hope Community Services - Food Bank	500.00
Jim Andersen Annual Memorial Leadership Award	250.00
Keith Newport Memorial Annual Bursary	250.00
Mission Community Services - Food Bank	1,000.00
Surjit Atwal Remarkable Achievement Award	250.00
UFV Angel Tree	1,000.00
UFV - CIVL Radio	200.00
UFV Student Union: Student Emergency Fund	391.00
United Way of the Fraser Valley	400.00
Warren Davis Memorial Annual Scholarship	250.00
	\$ 12,041.00

At the beginning of the new fiscal year, the Finance and Administration committee will review the donation policy and its implementation. If you have any comments or suggestions for improvement to the policy or if you wish to make a donation request, please contact me or Harmandeep Dhaliwal in the FSA office and we will bring the matter to the committee for consideration. I am sure that, with your support, our donations will continue to work for the betterment of our community.

University of the Fraser Valley
Faculty & Staff Association

**NOMINATION FORM
ELECTION OF OFFICERS**

**Annual General Meeting
Thursday, May 1, 2014**

Positions to be filled:

- ♦ Faculty Vice-President (2 year term)
- ♦ Staff Contract Administrator (2 year term)
- ♦ Chief Negotiator (2 year term)
- ♦ Agreements Chair (2 year term)
- ♦ Social Committee Chair (1 year remaining of a 2 year term)
- ♦ FPSE Rep - Status of Women (1 year term)
- ♦ FPSE Rep - Human Rights (1 year term)
- ♦ FPSE Rep - Non-Regular Employees (1 year term)

Job descriptions for executive officers can be viewed at <http://www.ufv-fsa.ca/about-us/annual-general-meeting>.

Nominations:

Nominations may be made at any time up until the elections are held at the Annual General Meeting. Nominations may be forwarded to the FSA Office (Abbotsford Campus room B377) by 12 pm on Wednesday, April 30, 2014, or handed in at the sign-in table at the beginning of the AGM. Only those nominations received by 4 pm on April 23, 2014 will be included in the printed AGM package.

Candidate Statements:

Candidates nominated prior to or at the time of the call for nominations at the AGM will have the opportunity to present a three-minute verbal statement at the meeting. Written candidate statements will also be accepted but must be forwarded to FSA.Editor@ufv.ca no later than 12 pm on Friday, May 2, 2014 if the candidate wishes it to be posted on the FSA website at 4 pm, Friday, May 2, 2014.

If necessary, an election for the contested positions will take place on May 5, 6, and 7, 2014.

I nominate _____
(please print clearly)

for the position of _____
(please print clearly)

(name and signature of NOMINATOR...please print clearly) (date)

I accept the nomination _____
(signature of NOMINEE)

FSA Contacts for 2013 - 2014

Executive

		Local
President	Vicki Grieve	4584
Faculty Vice-President	John Carroll	4148
Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Randy Kelley	4354
Staff Contract Administrator	David Shayler	4593
Chief Negotiator	Lynn Kirkland Harvey	6323
Secretary/Treasurer	Ding Lu	4209
Communications Chair	Lisa Morry	2471
Agreements Chair	Moiria Kloster	4320
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Vicki Bolan	4543
OH&S Co-Chair	Noham Weinberg	4493
Social Committee Chair	Sheila McKay	4478
FPSE Rep. Status of Women	Rhonda Snow	4061
FPSE Rep. Human Rights	Martin Kelly	2509
FPSE Rep. Non-Regular Employees	David MacDonald	4388
Past-President	Virginia Cooke	4516

Faculty Stewards:

David Riel	david.riel@ufv.ca	5461
Bosu Seo	bosu.seo@ufv.ca	4818
Judy Larsen	judy.larsen@ufv.ca	2302
Debbie Wheeler	debbie.wheeler@ufv.ca	4750
Colleen Bell	colleen.bell@ufv.ca	4396

Staff Stewards:

Ruby Ord	ruby.ord@ufv.ca	4382
Lori Wirth	lori.wirth@ufv.ca	6342
Neil Webb	neil.webb@ufv.ca	4205
Jennifer Buss	jennifer.buss@ufv.ca	4187

OFFICE ADMINISTRATION

Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Dhaliwal	4475

What's Next on the FPSE Calendar?

For updates and upcoming meetings at the Federation of Post-Secondary Educators, visit their **new** website at <http://www.fpse.ca>

FPSE ANNUAL GENERAL MEETING & CONVENTION

May 13 - 16, 2014
Westin Resort and Spa
Whistler



words & vision

Newsletter of the UFV Faculty & Staff Association

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